



Job Title: Payroll Manager

CLASSIFICATION DESCRIPTION

Department: Accounting/Finance

Pay Grade: 114

FLSA Status: Exempt

Remote Work Eligible: No

JOB SUMMARY

This position is responsible for managing payroll preparation, processing, and distribution of paychecks. Duties include: supervising and participating in the preparing and processing of College payrolls; overseeing payroll certification; preparing payroll reports; determining payroll liabilities; balancing accounting; and maintaining hard copy and electronic related records.

DISTINGUISHING CHARACTERISTICS

N/A.

ESSENTIAL JOB FUNCTIONS

- Manages and coordinates payroll processes and reporting for multiple employee payrolls; certifies payroll; and ensures compliance with internal and external regulations.
- May supervise staff; assign and prioritize work; evaluate performance; ensure safety policies are followed; train and coach staff; and make hiring, termination, and disciplinary recommendations.
- Determines payroll liabilities; calculates and/or summarizes federal and state income, social security taxes (both employee and employer); unemployment, leave, disability, nontaxable wages, and worker's compensation payments.
- Balances payroll accounts; resolves discrepancies.
- Monitors payroll processing procedures.
- Compiles, organizes, and analyzes a variety of data; tracks payroll metrics; creates reports; recommends changes in policies and procedures; and maintains related records.
- Performs research and provides resolutions to payroll questions, issues, and concerns.
- Ensures compliance with federal, state, and local laws.
- Monitors and tracks departmental budget; approves transfers, invoices, and purchase orders, and ensures compliance with objectives and goals.
- Prepares payroll data and files for legal requirements such as taxes, audits, or other reporting.
- Coordinates payroll changes with IT.
- Submits timely third-party payments and information; ensures proper government reporting and payments.

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- Facilitates communication with management and employees regarding payroll procedures.
- Collaborates with other departments such as HR, Accounting, and IT.
- Performs other duties as assigned.

MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS

Bachelor's Degree in Accounting, Business, or in a field related to assigned area; three (3) years of related work experience in payroll accounting including payroll management and processing, accounting, or auditing, preferably in higher education; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

KNOWLEDGE, SKILLS AND ABILITIES

Knowledge of:

- Human Resources principles and practices;
- Payroll principles, practices, and calculations;
- Applicable federal, state, and local laws, rules, regulations, codes, and/or statutes;
- Customer service principles;
- Accounting principles;
- Supervisory principles;
- Employee relations principles and practices;
- Record maintenance techniques; and
- Computers and related software applications.

Skills in:

- Coordinating programs, services, and events;
- Evaluating complex systems;
- Implementing human resources methods, procedures, forms, and records;
- Performing mathematical calculations;
- Providing customer service;
- Solving problems;
- Organizing;
- Maintaining accurate records;
- Tracking multiple timelines;
- Using computers and related software applications; and
- Communication, interpersonal skills as applied to interaction with assigned employees, coworkers, supervisor, the general public, etc. sufficient to exchange or convey information and to give and receive work direction.

Ability to:

- Maintain confidentiality;
- Interpret organizational policies and procedures;
- Interpret and apply applicable laws, rules, and regulations;
- Analyze processes and make recommendations for improvement;
- Prepare and review reports for accuracy;
- Compile, analyze, and summarize information; and
- Monitor and evaluate employees.

CERTIFICATION, LICENSE AND SPECIAL REQUIREMENTS

Certified Payroll Professional (CPP) preferred.

PHYSICAL DEMANDS

This work typically requires the following physical activities to be performed. A complete description of the activities below is available upon request from Human Resources.

(X = Required to perform essential job functions)

Physical Activities		Physical Activities	
Balancing – maintain equilibrium to prevent falling while walking, standing, or crouching.		Pushing – use upper extremities to press against objects with force, or thrust forward, downward, outward.	
Climbing – ascending, descending ladders, stairs, ramps, requires body agility.		Reaching – extending hands or arms in any direction.	<u>X</u>
Crawling – moving about on hands, knees, or hands, feet.		Repetitive Motion – substantial movements of wrists, hands, fingers.	<u>X</u>
Crouching – bending body forward by bending leg, spine.		Speaking – expressing ideas with spoken word, convey detailed, important instructions accurately, concisely.	<u>X</u>
Feeling – perceiving attributes of objects by touch with skin, fingertips.		Standing – for sustained periods of time.	
Fingering – picking, pinching, typing, working with fingers rather than hand.		Stooping – bending body downward, forward at waist, with full motion of lower extremities and back.	
Grasping – applying pressure to object with fingers, palm.		Talking 1 – expressing ideas by spoken word.	
Handling – picking, holding, or working with whole hand.	<u>X</u>	Talking 2 – shouting to be heard above ambient noise.	
Hearing 1 – perceiving sounds at normal speaking levels, receive information.		Visual Acuity 1 – prepare, analyze data, transcribing, computer terminal, extensive reading.	<u>X</u>
Hearing 2 – receive detailed information, make discrimination in sound.		Visual Acuity 2 – color, depth perception, field of vision.	
Kneeling – bending legs at knee to come to rest at knees.		Visual Acuity 3 – determine accuracy, neatness, observe facilities/structures.	<u>X</u>
Lifting – raising objects from lower to higher position, moving objects side to side, using upper extremities, back.	<u>X</u>	Visual Acuity 4 – operate motor vehicles/heavy equipment.	
Mental Acuity – ability to make rational decisions through sound logic, deductive reasoning.	<u>X</u>	Visual Acuity 5 – close acuity for inspection of small defects, machines, use measurement devices, or fabricate parts.	
Pulling – use upper extremities to exert force, haul or tug.		Walking – on foot to accomplish tasks, long distances, or site to site.	

TYPE OF WORK

Work performed is primarily:

- Sedentary work*: Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body.
- Light work*: Exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force to move objects.

- Medium work:* Exerting up to 50 pounds of force occasionally, and/or up to 30 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects.
- Heavy work:* Exerting up to 100 pounds of force occasionally, and/or up to 50 pounds of force frequently, and/or up to 20 pounds of force constantly to move objects.
- Very heavy work:* Exerting in excess of 100 pounds of force occasionally and/or in excess of 50 pounds of force frequently, and/or in excess of 20 pounds of force constantly to move objects

WORK ENVIRONMENT

May be required to work hours other than the regular schedule including nights, weekends, and holidays.

This position requires regular and reliable attendance and the employee's physical presence at the workplace.

Work is performed in a relatively safe, secure, and stable work environment.

To perform this job successfully, an individual must be able to perform the essential job functions satisfactorily. Reasonable accommodations may be made to enable individuals with disabilities to perform the primary job functions described herein. Since every duty associated with this position may not be described herein, employees may be required to perform duties not specifically spelled out in a job description, but which may be reasonably considered to be incidental in the performing of their duties just as though they were actually written out in a job description.

St. Petersburg College has the right to revise a classification or job description at any time. This description does not represent in any way a contract of employment.